



LGBT+ Independent Sexual Violence Advocate

Job Description

About Galop

Galop is the UK's LGBT+ anti-abuse charity. Founded in 1982, we have been championing the needs and protecting the safety of the LGBT+ community for nearly 40 years.

Galop works directly with thousands of LGBT+ people who have experienced abuse and violence every year. We specialise in supporting victims and survivors of domestic abuse, sexual violence, hate crime, and other forms of abuse including honour-based abuse, forced marriage, and so-called conversion therapies. We are a service run by LGBT+ people, for LGBT+ people, and the needs of our community are at the centre of what we do.

We run three national support helplines: for LGBT+ victims and survivors of domestic abuse, survivors of so-called "conversion therapy", and LGBT+ people who have experienced hate crime. We provide advocacy services, both in London and nationally, for LGBT+ victims who need longer-term support. We are person-centred, empowerment-based, and trauma-informed – meaning our focus is always on helping our clients decide what is best for them, and then supporting them through their journey.

We use what we learn through working on the frontlines with clients to work for national and local policy change to improve outcomes for LGBT+ victims and survivors of abuse and violence. We build evidence through key pieces of research, like our upcoming report into LGBT+ experiences of sexual violence. We push for legislative change, improved statutory

guidance for victims, and better understanding of the needs of LGBT+ people around the country.

About the role

This role builds on work that we have been doing for decades to support and empower LGBT+ people who have experienced sexual violence. Your work will enable LGBT+ people to feel supported, heard and empowered in the face of abuse and violence, and pave the way to a safer future for our community.

You will work directly with LGBT+ victims/survivors, offering them a space to talk and think through options, helping them plan what they want to do, and offering assistance in getting what they need from services. Your work will focus on needs specifically related experiences of sexual violence, including issues such as wellbeing, support with the criminal and civil justice process, safety and access to other services to enable survivors to cope and recover. You will be empathetic and thoughtful in your approach to understanding your clients' needs, while remaining boundaried and mindful of self-care.

You will sit alongside our other advocates supporting LGBT+ people facing abuse or violence. You will work with mainstream services to ensure the voices and experiences of LGBT+ survivors are represented in order to make change for our community at a local and national level. You will also work closely with key partner organisations by attending meetings and have the opportunity to take part in external work to ensure a joined-up approach among services working with LGBT+ people facing abuse and violence.

This is a pivotal moment in Galop's journey. We have grown quickly over the last six years and you will be part of the future of our work. You'll help us reach, support and assist more of our community nationally. You'll be helping to amplify the voices of LGBT+ survivors of abuse, and ensure that they are at the centre of Galop's service.

Key tasks are to provide a high-quality service, which includes:

Key Responsibilities:

- Support through the Criminal Justice System
- Provide practical criminal justice support; empowering, unbiased information and advice to survivors/victims of sexual violence, from making an initial report, through to investigation and trial.
- Support clients to make informed choices, exploring and informing them of their options and rights as victims of sexual offences.
- Provide emotional support to survivors of serious trauma
- Keep survivors/victims informed about their case progress in line with the Victims Code.
- Liaise with the relevant professionals to ensure that appropriate measures are in place that support the needs of survivors/victims before and during trial.
- Provide support post-trial if required.
- Provide information on the Criminal Injuries Compensation Scheme to survivors/victims.
- Communicate with other agencies and organisations, particularly police, but also potentially social care, housing teams and other support organisations to advocate for clients' needs and wishes.

Needs & Risk Assessment

- Conduct needs and risk assessments for all survivors/victims, identifying and responding to any immediate safeguarding needs and risks.
- Create support plans with survivors/victims, including carer's where necessary.
- Assess and continually review levels of risk and identification of support with the aim that survivors/victims of sexual violence will be better able to cope.
- Offer face-to-face, telephone, online, text, and email-based support to victims/survivors as to clients' preferences and abilities
- Accompany survivors/victims to meetings with relevant organisations where requested.
- Support survivors/victims to access additional relevant services they need through referrals and signposting to appropriate relevant agencies/statutory bodies.
- Where relevant and with the client's consent and within agreed information sharing agreements, keep other referral agencies informed about changes in survivors/victim's circumstances.

Case Management

- Maintain accurate and up-to-date case management notes, ensure all cases are recorded on Galop's case management system and managed in line with appropriate standards and the Victim's Charter.
- Manage a caseload of clients.
- Support your Line Manager and others to collate views of the victim's experience of services and the criminal justice system and lobby for change where appropriate.
- Meeting individual and team performance targets identified in the overall project plan.

Other Duties

- Attend staff, team, and case management meetings.
- Attend internal staff supervision and appraisal with prepared notes.
- Work flexibly as agreed within the team to meet the demands of the service – this may involve occasional work outside normal core hours.
- Maintain confidentiality.
- Attend training as agreed with your Line Manager.
- Positively promote the ethos of Galop.
- Implement and work within all Galop's policies and procedures.
- Contribute to the development of service protocols, guidelines, and strategies as requested by your Line Manager.

About you

We're looking for someone who is passionate about supporting LGBT+ people who have experienced sexual violence. You will have a deep understanding of the unique challenges faced by LGBT+ people and be committed to providing empathetic, person-centred support. You will be able to handle sensitive situations with care and professionalism, maintaining strong boundaries while being supportive and empowering. You will have expertise in delivering needs-led specialist support services and you will need to be solutions-focussed and enjoy working collaboratively across a diverse and committed team. You'll need to have good resilience and self-care and be prepared to work in an environment where abuse and violence are regularly talked about. You'll need to understand the impact of trauma and how that affects our team. In-house

support, upskilling, and training will be provided – you don't need to be an expert in abuse and violence to be the right person for this role.

There is a genuine occupational requirement under the Sexual Orientation Regulations 2003 for this post. It is considered essential that post holders have experience of LGBT+ needs, and impact of discrimination as the Helpline is run for LGBT people experiencing domestic violence.

The below list is a guide for the kind of skills and experience we'd like you to have – but you don't have to have it all to be considered. We recognise that your experience may be from unpaid roles as well as formal employment. We want to know why you're the right person for this role, not whether you've been given the right opportunities.

Experience and knowledge	Essential (E) or Desirable (D)
Experience of delivering support services to survivors of sexual violence	E
Understanding of the scale, nature and causes of gender-based violence and/or abuse and violence experienced by LGBT+ people	E
Knowledge of LGBT+ experiences, with a clear understanding of the needs of LGBT+ victims and survivors of abuse and violence	E
Understanding of the impacts of trauma and how it can present	D
Understanding of safeguarding best practice in a support environment, including both children and adults-at-risk	E
Experience of delivering to targets	E
Strong understanding of discrimination and intersectionality	E
Skills	
Ability to work collaboratively across the team	E
Ability to maintain a busy caseload, work under pressure, and prioritise your workload	E
Ability to provide a person-centred support to empower clients subjected to violence & abuse	E
Ability to empower clients with the knowledge and assistance to gain control over their lives	E
ISVA qualification	D

At Galop, we believe that life should be safe, just and fair for all LGBT+ people, and that includes our staff in the workplace. We believe in equity and understand the importance of inclusion for staff with a wide range of lived experience. No matter your age, race, faith, orientation, gender identity, disability, or class, we want you to feel welcome here. To that end Galop has a multi-year Equity, Diversity, and Inclusion plan in place, currently focusing on equity and inclusion for Trans and BAMER members of staff. We are committed to listening and learning, and to constant improvement. We believe it is our job to make sure that all our staff, particularly those from minoritised backgrounds, feel welcome, safe, and able to thrive at Galop.

Location

London and Remote option available.

Hours

Full Time (1.0 FTE, 35 hours per week)

Contract

Fixed Term, Until 1/4/2025 (extension subject to funding)

Reports to

Advocacy & Support Manager/Senior Advocate

Salary

£27,230.31 to £36,008.37 (Including inner London Weighting if living in London and/or working from Galop Building).

Closing Date

Applications should be submitted by **10:00am on Monday 5th August 2024.**

Interviews will be held on **Monday 12th August or Tuesday 13th August 2024.**

Questions?

If you have any questions or would like to discuss the role further prior to application, please contact our Advocacy and Support Manager, Gavin Stafford on gavin@galop.org.uk